



### **Private Baby-sitting policy**

**Date: 28/01/2025**

**Sign: Sam Norris**

**Review Date: On-going**

## **Out of Hours Babysitting Policy**

Historically it has not been uncommon for nursery staff to offer babysitting services to clients outside of nursery working hours. This policy has been implemented to provide clarification of some key points regarding private arrangements between staff and parents/carers. Please also refer to our child protection policy.

- It is up to the individual member of staff if they wish to baby sit for the children from the Playday in their own time. This arrangement is to be made with that member of staff and the parent/carer outside of working hours and must not interfere with the operation of the nursery.
- Playday will not be responsible for any private arrangements or agreements that are made
- Confidentiality and data protection of employment must be adhered to and always respected therefore staff will not be permitted to discuss your child progress at nursery or engage in conversations regarding Playday.
- Playday has a rigorous recruitment and suitability processes in place to ensure that we employ competent and professional members of staff and uphold our duty to safeguard children whilst on our premises and in the care of our staff. This procedure

includes interviews, references, full employment history and DBS checks. Whilst in our employment all staff are subject to ongoing supervision, observations and assessment to ensure that standards of work and behaviour are maintained in accordance with our policies. We have no such control over the conduct of staff outside of their employment with us. Parents should make their own checks as to the suitability of a member of staff for babysitting

- Parents should be aware that other adults accompanying the babysitter may not have the relevant DBS clearance, and it may not be appropriate for them to care for children
- Playday will not be held responsible for any health and safety, safeguarding conduct, grievances or other issues that may arise from these private arrangements. The member of staff will not be covered by the nursery's insurance whilst babysitting as a private arrangement
- Playday has a duty of care to safeguard all children attending the setting, so if a staff member has some concerns for a child following a private type of arrangement, they need to pass these concerns on to the designated safeguarding lead within the nursery
- Staff are NOT allowed to take children straight from the nursery to then babysit.
- If your child is not in Playday due to illness staff members are prohibited from babysitting.
- It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting them in a car and parents' responsibility to check.